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ABSTRACT

In the summer of 1970 The School of Library and Information Science of the State University of New York at Albany received a grant from the United States Office of Education (Higher Education Act of 1965, Title II-B) to initiate a three-year undergraduate and graduate program leading to the Bachelor of Arts/Science degree (field of choice) and to the Master of Library Science. The Albany Librarianship Trainee Program had as its objectives: a) early recruitment of twenty financially disadvantaged undergraduates who would have had to postpone plans for immediate graduate study, b) a commitment to significant recruitment of minority students. The twenty grantees were chosen on the basis of the following criteria: 1) meeting the minimum academic qualifications for transfer to the State University of New York at Albany 2) commitment to three years of education leading to the Master of Library Science 3) commitment to eventual entrance to the Library and Information Science profession 4) economic inability to finance this further education through family or personal resources. The various phases of this program are briefly discussed. (Author/SJ)

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THE ALBANY LIBRARIANSHIP TRAINEE PROGRAM

Final Report - August 1973

By

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and

Pamela Carrington, Assistant Coordinator

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State University of New York at Albany

LI 004 489

STATEMENT OF PURPOSE

In the summer of 1970 The School of Library and Information Science of the State University of New York at Albany received a grant from the United States Office of Education (Higher Education Act of 1965, Title II-B) to initiate a three-year undergraduate and graduate program leading to the Bachelor of Arts/ Science degree (field of choice) and to the Master of Library Science.

The Albany Librarianship Trainee Program had as its objectives: a) early recruitment of twenty financially disadvantaged undergraduates who would have had to postpone plans for immediate graduate study, b) a commitment to significant recruitment of minority students.

The twenty grantees were chosen on the basis of the following criteria: 1) meeting the minimum academic qualifications for transfer to the State University of New York at Albany 2) commitment to three years of education leading to the Master of Library Science 3) commitment to eventual entrance to the Library and Information Science profession 4) economic inability to finance this further education through family or personal resources.

In the summer of 1970, twenty students were recruited. One student left the Program in January 1971 and was replaced by a student from SUNYA's Educational Opportunity Program. In the spring of 1972 these twenty submitted applications for admission to the School of Library and Information Science. Eighteen were admitted. Two students were not accepted on the basis of their academic records. Another student withdrew for personal reasons. At that point, the Office of Education gave approval to recruit two students at the graduate level. One of the two students chosen was a May graduate of SUNYA; the other, a May graduate of Grambling College, Louisiana.

The students represented a wide variety of backgrounds (See Appendix I). Some had graduated from community colleges while others had completed two years at a four-year institution. Their undergraduate majors were diverse and ranged from the Sciences through the Humanities. Library Science was required as a second field for all participants. Approximately 45% of the total trainee group represented minority groups.

The students were fully funded and were involved in the academic and social affairs of the Library School. Field trips and lectures were integral parts of the Program. Another important aspect of the Program involved the Placement of the students as summer interns in libraries throughout the country. Fourteen of the students worked as interns during the summer of 1971; the remaining group was placed in the summer of 1972.

In September 1971, with University funds, four new students were recruited for the Program at the junior level. Of these, two have entered the Graduate Program. Of the two other students, one married and left the Program to join her husband in Mexico, the other left the Program to enter Law School.

PHASE I

Phase I, which began in July 1970, involved the recruitment and selection processes. Community colleges in New York State, and community and four-year Colleges outside the State were notified of the Program by a descriptive brochure and a follow-up phone call. The offices of Library Futures, N.Y.C., and Library Careers, Rochester and Syracuse, were contacted and proved invaluable in broadening publicity on the Program.

The four Summer Planning Conferences held by SUNYA for incoming junior transfers were covered by the Coordinator and Assistant Coordinator. The Educational Opportunity Program at SUNYA was contacted for possible candidates as well. The Offices of Financial Aids and Admissions, SUNYA, were also contacted in order that their files could be screened for candidates with an interest in librarianship.

In addition to five interviewing trips within New York State made by the Coordinator, one out-of-state trip was made to Texas, Mississippi, Georgia, and Virginia to interview seven minority group candidates. Of the seven interviewed, four were accepted.

An advisory committee composed of the Dean and four faculty members met with the Coordinator and Assistant Coordinator in August to review the applications and to make suggestions for establishing final guidelines for selection. Prior to this meeting, many sessions had been held with the Offices of Admissions and Financial Aids to determine the University's requirements in those categories.

The recruitment phase of the Program officially ended with the registration of the twentieth trainee on September 11, 1970.

PHASE II

Phase II involved the implementation of the Program during the first two (undergraduate) years.

According to the University's revised schedule, registration was held on August 31, 1970. The Program received full cooperation of the Residence Office and, at that late date, all students wishing on-campus housing received it. The registration process was expedited with the cooperation of the University College and the Office of Admissions.

The whole registration process, both in September and in November (pre-registration for the spring semester), was complicated by the fact that eight of our students were admitted with Special Student Status in that Admissions had been closed off before the Program got under way. The balance of twelve students had either spent their first two years at SUNYA or had already been through the transfer process. The eight Special Status students were placed for advisement under University College pending January 1971 degree status; the balance had their principal advisement from their major field departments.

From the beginning of the Program, the Coordinator and Assistant Coordinator assumed the role of "Co-Academic Advisor" to each of the twenty students. This was seen necessary in order to direct the setting up of the required second field in library science as outlined in the grant proposal. Furthermore, the Coordinator and Assistant Coordinator saw as one of their major concerns the development of an orientation to the library profession through all possible contact with the School of Library and Information Science.

The main vehicle of orientation for the twenty trainees during the first semester was a regularly scheduled class limited in membership to the students in the Program. The concept of the course was seen in terms of an experiential exposure to various aspects of the field rather than a body of knowledge. The following activities were the substance of the course: A thorough and extended orientation to the University Library involving lectures and tours with department heads; a lecture and tour at the New York State Library; a one-day field trip to Williamstown, Mass. and Marlboro, Vt. to visit the Chapin Library (Rare Books) at Williams College, the art library of the Clark Institute, and the college library of Marlboro College; a two-day field trip to Boston and Cambridge to visit the Widener and Peabody Museum Libraries, Harvard, the Countway Library of Medicine (Harvard and Boston Medical Society), and the Boston Public Library; a lecture given by Mr. Bernard Finney, Upper Hudson Library Federation, on the challenge of Inner-City Librarianship; an introduction to the literature of library science through the Library School Collection; a discussion in class of the highlights of the profession from a national as well as international viewpoint; several informal coffee hours and receptions for the purpose of acquainting the faculty with the trainees.

There has been, over the three-year period, almost constant informal contact between the Coordinator and Assistant Coordinator and the students. Students have felt free to come into the office with problems involving financial arrangements, academic advisement, tutorial requests, and occasionally, problems more personal in nature.

The results of the fall semester, 1970, were quite good. Most of the students carried fifteen credit hours, and the average Quality Point Average was 3.0 out of a possible 4.0. The students with the highest averages were Palomo (Texas) 3.8, Gross (EOP, SUNYA) 3.5, Stromer (SUNYA) 3.3, Deosdade (Texas) 3.2. Three students, Neal (Mississippi), Hill (New York), and Tresler (New York), maintained a 3.0.

At the end of the first semester, Paul Shaw, who had come to the Program from George Washington University, returned there due to dissatisfaction with his major field department. Mr. Shaw was replaced at the start of the spring semester, 1971, by Miss Lucy Martin, an EOP student at SUNYA from Albany. She was a second semester junior at the time of her selection and met all of the original criteria for acceptance.

In the course of the second semester, three persons prominent in the library profession, with a special relevance to the Trainee Program, were brought to the School as lecturers. Mr. E.J. Josey, Chief, Bureau of Academic and Research Libraries, New York State Library, Albany, addressed himself to "The Black Caucus in ALA." Miss Peggy Barber, Director of the Office of Recruitment, ALA, discussed "Alternatives in Library Land", while Mr. John Black, Librarian at the Wallkill Correctional Facility, Wallkill, New York, spoke about the "Library in the Correctional Institution."

A major part of the spring semester 1971 was devoted to coordinating placement of the students for the summer intern experience. The Coordinator and Assistant Coordinator interviewed the students in an effort to determine preferences in terms of geographical area and type of library. A standard letter of inquiry was then sent to approximately sixty libraries. The response from most of the libraries was very encouraging, and there were more openings than students. The fact that the Program was able to make a summer grant to the students, thus enabling the cooperating libraries to pay lower than usual salaries, was a prime factor in the success in placing the students at a time of tight budgets. And, the principal reason for libraries not being able to place our students was their inability to match our stipend to the students.

The objective of the Summer Intern Program was to develop the beginnings of knowledge and commitment to librarianship. We attempted to place the students in summer library situations where they not only received an introduction to a working library, but where they were of service to that library as well.

Fourteen of the students participated in the intern program during the summer of 1971. The remaining students attended the summer session during the summer of 1971 and participated as interns during the summer of 1972. (See Appendix 2)

The Coordinator and Assistant Coordinator visited each trainee while on the job. In each case, the Library Director or an immediate deputy was met with as well as the student. Three evaluations were filed for each intern: one by the library director, one by the intern, and one by the Coordinator or Assistant Coordinator.

Mr. Frank Stevens, Chief, and Miss Yvonne Hicks, Administrative Librarian, Library Training and Resources Branch, United States Office of Education, paid an official visit to the Program in March 1971. At that time, a reception to which faculty and trainees were invited was held.

The fall semester 1971 was devoted to completing the application procedure for admission to the School of Library and Information Science. The students in the Program were expected to meet the minimum standards required for general admission to the School and were, therefore, asked to submit three references, the scores from the Graduate Record Examination, and a formal application. The folders were evaluated on April 15, 1972 and nineteen of the twenty trainees were accepted.

In October 1971, the group traveled to Washington, D.C. to visit the Library of Congress, The Folger Shakespeare Library, and the National Agriculture Library. While in Washington, the group also visited the United States Office of Education where they met with Mr. Frank Stevens, Dr. Hal Lyons, the Deputy Head of the Bureau of Libraries and Educational Technology, as well as representatives of the Offices of African-American Affairs and Spanish Speaking Affairs.

In January 1972, two students represented the Program at a seminar entitled "The Library's Role in African-American Studies" held at Cornell University.

In February 1972, the group traveled to New York City to visit several libraries: The Schomburg Collection, a branch of the New York Public Library with one of the outstanding Afro-American Collections in the United States; and The South Bronx Project, also a branch of the New York Public Library, serving the Puerto Rican Community.

During the 1971-72 academic year the Program sponsored a group of lectures that were open to the entire School. The series began in November with Mr. Keith Doms, President of ALA, whose address concerned "Urban Library Service: Problems and Opportunities." During the spring semester Mrs. Ada E. Jackson, New York Public Library, and Coordinator of the Recruitment of Minorities Task Force, SRRT, and Mr. Arthur Plotnik, Associate Editor of the Wilson Library Bulletin, were speakers. Mrs. Jackson discussed the Institute on Library Leadership Development for Inner-City Services at Columbia University, while Mr. Plotnik described his "Search for the Beautiful Librarians and the Great American Library Dream."

By August 1972, eighteen of the trainee students had received the Bachelor's Degree. Of the group of twenty, three did not enter the School of Library and Information Science. One student withdrew for personal reasons; one had not been admitted to the School. These two students were replaced during the summer of 1972 by a May graduate of SUNYA and a graduate of Grambling College, Louisiana. It was necessary for the remaining student to withdraw from the Program due to academic difficulties which prevented August graduation. He completed the degree requirements during the fall 1972 semester, and in December 1972 his folder was evaluated and he was not accepted to the School. This third student was not replaced.

Of the nineteen students who entered the School of Library and Information Science in 1972, eight received the Master of Library Science in May 1973, eleven received the degree in August.

PHASE III

The major concern during Phase III, the graduate year, was job placement. Each student filed with the University Placement Office in the fall of 1972, thus beginning the placement procedure. As a result of publicity and contacts made at various professional meetings, many librarians notified us throughout the year of available positions.

At this writing, twelve of the nineteen students are employed (See Appendix 3). The minority students in the Program have had a distinct advantage in the area of job placement.

With their entrance to the School, the students continued their participation in the activities of the School. During the graduate year, the trainee group elected a Trainee Steering Committee which helped to coordinate a three-day field trip to Montreal, Canada in March, 1973. During this trip, the libraries visited included those of the Canadian National Railways, the University of Montreal, and the National Film Board of Canada.

Seven of the students went on a Library School sponsored trip to the mid-winter Meeting of ALA in Washington, D.C.

* * * * *

Several aspects of the Program not mentioned above, yet no less significant, included the professional activities of the Coordinator and Assistant Coordinator, publicity concerning the Program, the Albany County Jail Library Project, and the official evaluation of the Program.

The Coordinator discussed the Program at the February 1971 meeting of the Philadelphia SRRT of ALA held at Drexel University. Both the Coordinator and Assistant Coordinator represented the Program at the American Library Association's Pre-Conference on Recruitment of Minorities held in Dallas, Texas in June 1971. At the Pre-Conference they participated in a panel discussion entitled "How Are Professions Recruiting Minorities?". During the general conference, the Coordinator and a student representative of the Program, Mr. John Deosdade, San Antonio, Texas, participated in LED Legislative Committee's Program Meeting entitled "Federally Funded Institutes--Actual and Potential."

In January 1972, the Coordinator attended the ALA Mid-Winter Conference in Chicago where he participated in meetings of the Advisory Committee to the Office of Recruitment and the SRRT Workshop on Minority Acquisitions and Reference Materials. Both the Coordinator and Assistant Coordinator attended the Annual Conference of ALA held in Chicago, June 1972, at which time discussion was held with Dr. Lucy Wert, Library Research Center, University of Illinois, in regard to the official evaluation of the Program.

In November 1972, the Assistant Coordinator attended the annual meeting of the New York Library Association held in Rochester, New York, and in June 1973, the Coordinator and Assistant Coordinator attended the Annual Conference of ALA held in Las Vegas, Nevada. During that conference, the major activities were making contacts for those students without jobs, and consulting with Dr. Wert.

In terms of publicity for the Program, press releases appeared in American Libraries (Jan. 1971), Wilson Library Bulletin (Feb. 1971), Library Journal (Dec.1, 1970), and College and Research Libraries News (Jan. 1971). And, with the assistance of Dr. Pauline Vaillancourt, a member of the Library School's faculty, releases were sent to a broader scope of library publications during the three-year period. A press release, submitted to the Public Relations Office, SUNYA, appeared in the home newspapers of the trainees.

The Reorganization of the Albany County Jail and Penitentiary Library took place during the spring semester, 1971. Twelve students from the Program as well as two other students interested in librarianship as a profession worked under the supervision of the Coordinator and Assistant Coordinator in this project for which they received three credits toward their degree. One of the principal goals of the jail project was to prepare for and request regular professional library service from the Upper Hudson Library Federation (Albany and Rensselaer Counties) to the Albany County facility. After several planning meetings with jail officials, Upper Hudson, through its director, Mr. Edgar Tompkins, began service in the fall of 1971. The Coordinator of the Program served as liaison between the two agencies. Copies of the report on this project, a joint effort on the part of the students, the Coordinator, and the Assistant Coordinator, are available upon request.

One of the stipulations of the grant was that an official evaluation be done on the three years of the Program by an outside group or organization. Therefore, on the return trip from Dallas, Texas, the Coordinator spent a day with the staff at the Library Research Center, University of Illinois, discussing this required evaluation. The evaluation got underway in the fall of 1972 and in November, Dr. Lucy Wert, the Director of the Library Research Center, spent several days in Albany gathering information. With the assistance of Professor David Davidson, Rutgers University, the Program administered an attitudinal test to the trainees prior to and after the summer intern experience. The results of these tests were forwarded to Dr. Wert and will be included in the final evaluation report which will be available upon request in September, 1973.

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Since the first three-year program was considered by the United States Office of Education to be essentially a pilot program, the grant was not extended for a new group of twenty students for the fall of 1971. Therefore, during 1971 and 1972, the Coordinator approached a number of foundations with requests to fund the continuation of the Program. In all, eight private organizations were contacted, but unfortunately, none of the groups was able to provide assistance.

We were, however, able to recruit four new students in the fall of 1971 with funds provided by the University. Of the four students, one withdrew for personal reasons at the end of the junior year, one withdrew to enter law school. The remaining two completed the Bachelor's degree in May 1973, enrolled in the graduate program during the summer session, and expect to receive their Master of Library Science degrees in May, 1974.

APPENDIX 1

ALBANY LIBRARIANSHIP TRAINEE PROGRAM STUDENT DATA - SEPTEMBER 1970

NAME	HOMETOWN	FIRST TWO YEARS OF COLLEGE	MAJOR
Bolden, Patricia Ann	Savannah, Georgia	Savannah State	Afro-American Studies
*DeCesare, Douglas	Bronx, New York	Bronx Community College	English
Deosdade, John	San Antonio, Texas	St. Mary's University (Texas)	Political Science
Eckler, Gail	Cooperstown, New York	SUNYA	English
German, Leatrice	Brooklyn, New York	SUNYA	Sociology
Giacomo, Joanne	Larchmont, New York	Cazenovia Junior College	Anthropology
Gross, Margaret	Albany, New York	SUNYA	English
*Hill, Pamela	Redfield, New York	Auburn Community College	History
Jones, Mary	Albany, New York	SUNYA	English
Matthews, Cheryl	Ransomville, New York	Niagara Community College	Theater
Maxwell, Rodney	Troy, New York	Hudson Valley Community College	Psychology
Neal, Willye Mae	Yazoo City, Mississippi	Rust College (Mississippi)	Sociology
Palomo, Gerard	San Antonio, Texas	St. Mary's University (Texas)	Anthropology
Root, Ellen	Albany, New York	SUNYA	Nursing
*Shaw, Paul	Newburgh, New York	George Washington (D.C.)	Geography
Stromer, Richard	East Islip, New York	SUNYA	English
Thompson, Judith	Utica, New York	Mohawk Valley Community College	Social Studies Education
Tresler, Rosemarie	Liberty, New York	Sullivan Community College	Social Studies Education
Valentino, Michael	Schaghticoke, New York	Hudson Valley Community College	Science
Waldron, Kristine	Rome, New York	Maria Regina College (Syracuse)	English

* See following page

APPENDIX 1

STUDENT DATA CONTINUED

*Douglas DeCesare did not complete his Bachelor's Degree until December 1972 and, therefore, did not enter the School of Library and Information Science. He was not replaced.
Pamela Hill withdrew from the Program in June 1972 for personal reasons, and was replaced by Miss Eileen Callahan (See below).
Paul Shaw withdrew from the Program in December 1970 and returned to George Washington University. He was replaced in January 1971 by Miss Lucy Martin who continued in the Program until June 1972. She did not enter the School of Library and Information Science and was replaced in September 1972 by Miss Sylvia Mason.

NAME	HOMETOWN	FIRST TWO YEARS OF COLLEGE	MAJOR	ENTERED PROGRAM
Callahan, Eileen	Albany, New York	Hudson Valley Community College	History	August 1972
Martin, Lucy	Albany, New York	SUNYA	English	January 1971
Mason, Sylvia	Opelousas, Louisiana	Grambling College (Louisiana)	English	August 1972

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STUDENTS RECRUITED ON UNIVERSITY FUNDS - SEPTEMBER 1971

NAME	HOMETOWN	FIRST TWO YEARS OF COLLEGE	MAJOR	ENTERED PROGRAM
*Clopton, Cheryl	Queens, New York	Winston-Salem State University (North Carolina)	Political Science	August 1971
Lozano, Angelica	Los Angeles, California	East Los Angeles College	Spanish	August 1971
Novoa, Sandra	Norwalk, California	Cerritos College (California)	Spanish	August 1971
*Pastore, Paula	Brooklyn, New York	Kingsborough Community College	Art History	August 1971

*Cheryl Clopton withdrew from the Program in June 1973 to pursue a law degree.
*Paula Pastore withdrew from the Program in June 1972 for personal reasons.
These two students were not replaced.

APPENDIX 2

SUMMER INTERNSHIP PROGRAM

NAME	SUMMER	INSTITUTION LIBRARY	CITY/STATE
Bolden, Patricia Ann	1972	Upper Hudson Library Federation, Albany Public Library	Albany, New York
DeCesare, Douglas	1971	Bronx Community College	Bronx, New York
Deosdade, John	1971	St. Mary's University	San Antonio, Texas
Eckler, Gail	1971	American Museum of Natural History	New York, New York
German, Leatrice	1972	Free Library of Philadelphia	Philadelphia, Pennsylvania
Giacomo, Joanne	1971	Westchester Library System	White Plains, New York
Gross, Margaret	1972	Free Library of Philadelphia	Philadelphia, Pennsylvania
Jones, Mary	1971	Graduate School of Education, Harvard University	Cambridge, Massachusetts
Lozano, Angelica	1972	El Paso Public Library	El Paso, Texas
Martin, Lucy	1971	Hudson Valley Community College	Troy, New York
Matthews, Cheryl	1971	Albright-Knox Art Gallery	Buffalo, New York
Maxwell, Rodney	1971	Berkshire Athenaeum	Pittsfield, Massachusetts
Neal, Willye Mae	1971	Tougaloo College	Tougaloo, Mississippi
Novoa, Sandra	1972	Los Angeles County Library System	Los Angeles, California
Palomo, Gerard	1971	Navajo Community College	Many Farms, Arizona
Root, Ellen	1971	Albany Medical College	Albany, New York
Stromer, Richard	1971	West Islip Public Library	West Islip, New York
Thompson, Judith	1972	Mohawk Valley Community College	Utica, New York

APPENDIX 2

NAME	SUMMER	INSTITUTION LIBRARY	CITY/STATE
Tresler, Rosemarie	1971	New York State Historical Association	Cooperstown, New York
Valentino, Michael	1972	Albany Public Library	Albany, New York
Waldron, Kristine	1971	Herkimer Community College	Ilion, New York

APPENDIX 3

STUDENTS EMPLOYED AS OF AUGUST 31, 1973

NAME	LIBRARY	POSITION
Callahan, Eileen	Catholic Central High School Troy, New York	Librarian
Deosdade, John	San Antonio Public Library San Antonio, Texas	Business and Science Reference Librari
Gross, Margaret	Lousac Public Library Anchorage, Alaska	Young Adult and Adult Librarian
Jones, Mary	Rochester Public Library Rochester, New York	Children's Librarian
Mason, Sylvia	Virginia Union University Richmond, Virginia	Assistant Librarian
Matthews, Cheryl	Dobbs Ferry Public Library Dobbs Ferry, New York	Children's Librarian
Maxwell, Rodney	Sioux City Public Library Sioux City, Iowa	Business Reference Librarian
Neal, Willye Mae	Memphis Public Library Memphis, Tennessee	Social Science Librarian
Stromer, Richard	Peabody Institute Peabody, Massachusetts	Reference Librarian
Thompson, Judith	Chittenango Central School Chittenango, New York	School Librarian
Valentino, Michael	Wallkill Correctional Facility Wallkill, New York	Librarian

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Gerard Palomo has been awarded a fellowship to pursue a Master's Degree in Anthropology at the State University of New York at Albany.